



## **NOTICE TO ALL TEAMSTER MEMBERS EMPLOYED AT METRO VANCOUVER**

October 3, 2023

Dear Sisters and Brothers,

### **Re: Essential Service Order and Picket Line Information**

We write to advise that the Essential Service Designation process has been successfully concluded and formally approved by the involved parties, culminating on the late evening of Friday. Consequently, the GVRDEU is now legally empowered to initiate job action.

**It is essential to clarify that, at this time, we have not received any information regarding the specific job actions that the GVRDEU may take. We remain committed to keeping you informed and prepared for any developments that may arise in the future.**

We have diligently prepared informative materials regarding picket lines and the procedures surrounding job action, which we would like to share with you:

### **What is a picket line?**

A picket line forms when a labor union and an employer can't reach a mutually acceptable collective agreement during negotiations. In such situations, union members, who would normally be doing their regular work, would stop working and gather at specific locations or job sites as part of a strike action. These gatherings are a tangible display of the union's determination and unity as they advocate for their labor-related demands

### **What happens if I encounter a picket line at my job site?**

- As a hard and fast rule for Teamsters, we do not cross legal picket lines. In fact, it is a violation of our Local and International By-Laws.
- The only Teamsters who are required to cross picket lines are the workers who are deemed essential. Those workers will only perform their essential duties. The workers who are deemed essential will be notified shortly.
- Crossing a picket line occurs at any point when you go beyond the barrier that the striking members are enforcing and onto the employer's premises.
- You are welcome to join the picket line as an expression of your support and solidarity.

### **What happens if there isn't a picket line at my job site, but there is one at another job site?**

In the event that a picket line is not present at your designated job site upon your arrival, standard operational procedures shall be followed, and you are expected to commence your work duties as scheduled.

### **Working from Home/Remote Working**

Teamster members who work from home when there are picket lines at your designated job site are in essence, crossing a picket line virtually. We strongly advise members not to work from home if there are picket lines at your designated job site.

### **What should I do if I'm already at work and a picket line is set up?**

If a picket line is established after you've already started your workday as per your regular schedule, once you exit your workplace you cannot re-enter your job site while the picket line is in place. You can only re-enter your job site when the picket lines are down.

### **Can I be disciplined by the employer if I refuse to cross a legal picket line?**

- No, there are special provisions in the BC Labour Relations Code allowing union members to refuse to cross a legal picket line.
- If your manager is encouraging you to cross the picket line, notify your Shop Steward or your Union Representative.

### **Will I be eligible for picket pay in the event of a strike initiated by the GVRDEU?**

- The provision for Teamster's strike pay is applicable in the event of a labour strike involving the Teamsters Union and an employer. Given that we are not the union that is engaged in a strike action against the employer, we are pleased to inform you that our President of Teamsters Local Union No. 31, Stan Hennessy, has successfully obtained picket pay on your behalf through Teamsters Canada.
- If the strike lasts for more than eight (8) consecutive days at your designated jobsite, the Teamsters will provide our members with picket pay, which will amount to \$375 per week. This payment will be exempt from taxation.

### **What about my benefits, vacation and sick time during job action?**

Regarding your benefits, vacation, and sick time during a job action, these aspects are subject to the discretion of the employer. I highly recommend that you contact your exempt manager to inquire about these specific matters.

We understand the stress that comes with the current situation, which is constantly evolving. It's important for us to emphasize our strong commitment to keeping you informed with timely and valuable updates.

Should you require any further clarification or have inquiries, I invite you to reach out to me directly via email at [cfieldhouse@teamsters31.ca](mailto:cfieldhouse@teamsters31.ca) or by telephone at 604-527-2711.

Fraternally,



Caley Fieldhouse  
Secretary-Treasurer